



WILLIAM T FUJIOKA  
Chief Executive Officer

## County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 713, Los Angeles, California 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

*"To Enrich Lives Through Effective And Caring Service"*

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June 17, 2014

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

## ADOPTED

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

7 July 1, 2014

*Sachi A. Hamai*  
SACHI A. HAMAI  
EXECUTIVE OFFICER

### COUNTYWIDE CLASSIFICATION ACTIONS (ALL DISTRICTS - 3 VOTES)

#### SUBJECT

Recommendation to adjust the salary range for two (2) non-represented classifications in the department of the Executive Office of the Board of Supervisors.

#### **IT IS RECOMMENDED THAT THE BOARD:**

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to adjust the salary range for the Executive Director, Arts Commission, Item No. 8807 and the Executive Director, Arts Commission (UC), Item No. 8808 in the department of Executive Office of the Board of Supervisors.

#### **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

We are recommending a salary range adjustment for two (2) non-represented Management Appraisal and Performance Plan (MAPP) classifications (Attachment A). Specifically, we are recommending a salary range increase for the position of Executive Director, Arts Commission from salary range R12 to R15. While there is clearly only one Executive Director, Arts Commission in the County, there are two related classifications in the Plan (classified and unclassified). We are changing the salary of both these classes to R15.

The justification for this request is to recognize the expanding role of the Arts Commission since its original allocation, most notably in the size and scope of the arts education programs as well as a notable increase in the size of the staff under the Director. In addition, our recommendation will bring

the County's salary range for this position more in line with comparable jurisdictions facilitating the County's ability to attract and retain highly qualified employees with the unique knowledge and experience required to perform the duties of this position.

Please note, we are recommending changes in the salary range designations, not actual pay increases for the current incumbent.

### **Implementation of Strategic Plan Goals**

Your approval of the accompanying ordinance is consistent with the County Strategic Plan Goal 1 - Operational Effectiveness. Specifically, it will address the Service Excellence and Organizational Effectiveness Strategy to improve the quality of the workforce, to achieve departmental operational efficiencies, and to maintain consistency in personnel practices throughout the County.

### **FISCAL IMPACT/FINANCING**

The projected budgeted annual cost for the salary changes is estimated to total \$36,721. Net County cost is estimated to be \$36,306. Cost increases associated with the compensation changes will be absorbed within the Board's adopted budget for the affected department. No additional funding is required.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

### **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Your approval of these classification recommendations will enhance the operational effectiveness of the departments through the proper compensation of positions.

The Honorable Board of Supervisors

6/17/2014

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "W. Fujioka", followed by a small "for" written in a similar cursive style.

WILLIAM T FUJIOKA

Chief Executive Officer

WTF:JA:SJM

AP:mmg

Enclosures

c: Executive Office, Board of Supervisors  
County Counsel  
Auditor-Controller  
Department of Human Resources

**ATTACHMENT A****NON-REPRESENTED MAPP CLASSIFICATIONS  
RECOMMENDED FOR SALARY CHANGE**

<b>Item No.</b>	<b>Title</b>	<b>Current Salary Schedule and Level</b>		<b>Recommended Salary Schedule and Level</b>	
8807	Executive Director, Arts Commission	N23	R12	N23	R15
8808	Executive Director, Arts Commission (UC)	N23	R12	N23	R15